

Table 4.8 Average Total Score of Remuneration Dimension	62
Table 4.9 Average Total Score of Turnover Intention Dimension	63

LIST OF FIGURES

Figure 1.1 Xnetwork Logo	1
Figure 1.2 Xnetwork Works.....	2
Figure 1.3 Xnetwork Structure.....	3
Figure 1.4 Projection Trend of Total Employees in Indonesia's Company in 2021	4
Figure 1.5 The Condition of Sales Employees in 2018, 2019, 2020	6
Figure 2.1 Theoretical Framework	22
Figure 3.1 Stage of Research	26
Figure 3.2 Continuum line	33
Figure 4.1 Gender of Respondents	38
Figure 4.2 Age of Respondents	39
Figure 4.3 Last Education of Respondents	39
Figure 4.4 Position of Respondents	40
Figure 4.5 Length of Work of Respondents	40
Figure 4.6 Position of Continuum Line of Respondent Remuneration Based on Financial Remuneration Dimension.....	43
Figure 4.7 Position of Continuum Line of Respondent Remuneration Based on Non-Financial Remuneration Dimension	48
Figure 4.8 Position of Continuum Line of Respondent Turnover Intention Based on Thinking of Quitting Dimension	50
Figure 4.9 Position of Continuum Line of Respondent Turnover Intention Based on Intention of Search Dimension.....	54
Figure 4.10 Position of Continuum Line of Respondent Turnover Intention Based on Intention to Quit the Company Dimension	57

Figure 4.11 Normality Histogram	58
Figure 4.12 Normality Test	58
Figure 4.13 Heteroscedasticity Test	59